

JKSML	JK Sugar Mills (Pvt.) Limited.	DOC# JKSML/Policies/HR/009 Effective Date: June 01, 2021
	<i>Sustainability Policy</i>	

Purpose

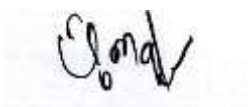
The Sustainability Policy emphasizes that JK Sugar Mills Unit 01 is committed to ensure that Sustainable Practice across entire sugar supply chain in accordance with Bonsucro Production Standard V5.1.

Scope

- JK Sugar Mill Site and all its activities / operations.
- Registered Growers
- Catchment areas where certain activities can be managed by the mill.

Terms and Definitions

- **Sustainability:** Sustainability means meeting our own needs without compromising the ability of future generations to meet their own needs. In addition to natural resources, we also take into account the protection of social and economic resources.
- **Human rights:** Human rights are the basic rights and freedoms that belong to every person in the world, from birth until death. They apply regardless of where you are from, what you believe or how you choose to live your life. The Constitution of Pakistan provides for fundamental rights which include freedom of speech, freedom of thought, freedom of information, freedom of religion, freedom of association, freedom of the press, freedom of assembly.
- **Discrimination:** The intended or accomplished differential treatment of persons or social groups on the basis of their Gender, Race, Language, Color, ethnicity, religious beliefs, marital status, social position, financial status etc.
- **Harassment:** An unwelcomed or unreciprocated behavior which makes an employee feels intimidated, offended, or belittled. It can take place between:
 - Employees (at any level / grade)
 - Employee and another person in the workplace (e.g. guest, relatives, visitors etc.)
 - **Harasser** (in perspective of this policy, potential harasser) - Someone who harasses (irritates or torments someone).
 - **Harasee** (in perspective of this policy, potential harasee) - Someone who is being harassed (is irritated or tormented by someone else).
- **Child Labour:** The term “child labour” is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development
- **Forced Labour:** Forced labour is any work or service that people are forced to do against their will, usually under threat of punishment.



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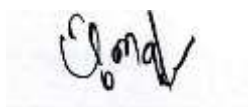
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- **Ecosystem services:** outputs, conditions, or processes of natural systems that directly or indirectly benefit humans or enhance social welfare. Ecosystem services can benefit people in many ways, either directly or as inputs into the production of other goods and services.
- **High conservation values(HCVs):** High Conservation Values, HCVs, form a set of values of critical importance for humans and nature. The HCV concept is widely recognised by businesses, civil society organisations and development agencies, and HCVs are referred to by a range of international standard-setters, initiatives and platforms as well as by a number of governments and government agencies.

HCVs fall into six categories, spanning from species, ecosystems and landscapes, over ecosystem services, to key resources for local livelihood and culture. The globally applicable definitions:

- HCV 1, Species diversity: Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.
 - HCV 2, Landscape-level ecosystems and mosaics: Large landscape-level ecosystems, ecosystem mosaics and Intact Forest Landscapes (IFLs) that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
 - HCV 3, Ecosystems and habitats: Rare, threatened, or endangered ecosystems, habitats or refugia.
 - HCV 4, Ecosystem services: Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.
 - HCV 5, Community needs: Sites and resources fundamental for satisfying the basic necessities of local communities or indigenous peoples (for livelihoods, health, nutrition, water, etc.), identified through engagement with these communities or indigenous peoples.
 - HCV 6, Cultural values: Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or indigenous peoples, identified through engagement with these local communities or indigenous peoples.
- **Biodiversity:** Biodiversity is all the different kinds of life you'll find in one area—the variety of animals, plants, fungi, and even microorganisms like bacteria that make up our natural world. Each of these species and organisms work together in ecosystems
 - **GHG Emission:** Greenhouse gases, or GHGs, are compound gases that trap heat or longwave radiation in the atmosphere. Their presence in the atmosphere makes the Earth's surface warmer and pollute the environment



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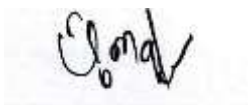
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Management Commitments:


- The Management of JK-1 is committed to implement sustainable business practices along whole supply chain and different aspects of business by maintaining social and environmental friendly practices to ensure profitability with a positive impact towards environment, community and living style of all stake holders.
- We are a committed to ensure that sustainable business model by giving equal opportunity employer and make sure that our activities do not directly or indirectly violate human rights.
- Provide a safe and healthy workplace, minimise our impact on our environment and maximise the effective use of resources, minimise risks and impacts through processes and systems to implement, measure and monitor environmental.
- Work towards the conservation of energy, water, GHG emission control and resources in all our operations.
- To make sure we shall not expand into natural ecosystems or on areas containing High Conservation Values (HCVs) on the unit of certification and conduct all possible actions to prevent conversion of the HCVs in the whole supply area.

Procedure:

1. General Manager will develop clear guidelines for staff, volunteers and users to adopt sound environmental work practices, and adequate training will be provided to ensure these practices are carried out.
2. All HODs/ Farm owner will act promptly and responsibly to correct incidents or conditions that endanger health, safety, or the environment. It will promptly report any such incidents to the relevant authorities, and inform affected parties as appropriate.
3. DGM(A)/ Farm owner will ensure that its services and products are safe, efficient in their use of energy, protective of the environment, and able to be reused, recycled or disposed of safely.
4. All HODs/ Farm owner will in its operations minimise materials and energy use, prevent air, water, and other pollution, and dispose of waste safely and responsibly.
5. HODs/ Farm owner will in its operations conserve energy by improving energy efficiency and giving preference to renewable over non-renewable energy sources when feasible.
6. Concern HODs/ Farm owner will contribute to the maintenance and increase of biodiversity through its management of its landholdings.
7. In order to continually improve its environmental management system JK-1 audit team will conduct rigorous audits and self-assessments of its compliance with this policy, measure its progress against its environmental goals, and report its success periodically in its annual reports and elsewhere.
8. General Manager, HODs and Farm owner will maintain an open and honest dialogue with staff, volunteers, stakeholders, and the public about the environmental, health and safety performance of its operations and services.



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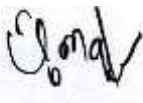
9. General manager will ensure that every employee, volunteer and contractor is informed of and expected to follow this policy and to report any environmental, health, or safety concern to management so that prompt action may be taken.
10. GM Plant will not invest in companies whose business operations conflict with, or detract from, the environmental objectives of this policy.

Due Diligence

Due diligence of a sustainability policy involves conducting a comprehensive and systematic assessment of the policy to ensure it aligns with the JK Sugar mills environmental, social, and profitability objectives and commitments. It includes Policies Review, Stakeholder Engagement, Legal and Regulatory Compliance, Integration with Business Strategy, Implementation and Action Plans, Monitoring and Reporting Mechanisms, Risk Assessment, Continuous Improvement, Performance Evaluation, Supply Chain Considerations, Transparency and Communication. The goal is to verify that the policy is effective, transparent, and capable of driving positive impacts on sustainability while minimizing negative effects.

REVIEW

This policy will be reviewed once within three years, or as required, in order to ensure that the terms are current, fair and representative of relevant corporate and industry laws. The Company reserves the right to change this policy at any time, without prior notice.



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